



Consolidated Resources Suriname NV

Inclusion and Diversity Standard

Purpose & Objectives

The purpose of this Inclusion and Diversity Standard (this “Standard”) is to establish a workplace environment that is inclusive and diverse, where all people have the opportunity to achieve and contribute to their full potential. Inclusion and Diversity is a strategic business priority for the organization that delivers improved business performance, higher employee engagement and provides access to a broader pool of talent in a workplace culture that leverages the different perspectives that result from a diverse workforce.

Scope

The scope of this Standard is local. It applies to all employees of Consolidated Resources Suriname NV. In addition, where explicitly stated in an applicable contract, it may apply to Consolidated Resources Suriname NV’s contingent workers, vendors, contractors, and other types of business partners. It is applicable to all sites.

Content

1. Inclusive Workplace Culture

- 1.1. Every Consolidated Resources Suriname NV manager and employee is expected to behave in a manner consistent with our Code of Conduct, Consolidated Resources Suriname NV’s values and our commitment to Inclusion and Diversity.
- 1.2. Managers are accountable for establishing an inclusive environment within their teams through their own personal leadership and promoting and requiring inclusive behaviors on the team.

2. Talent Management Practices

- 2.1. Consolidated Resources Suriname NV’s talent management processes (e.g. succession planning) will seek to ensure a diverse pool of current Employees is considered for opportunities in the organization and will similarly evaluate the talent pipeline for opportunities to enhance the availability of diverse talent for consideration.
- 2.2. Consolidated Resources Suriname NV’s talent acquisition processes will seek to increase the diverse pool of Qualified Applicants identified and interviewed for a position in the organization.

3. Employment

- 3.1. Consolidated Resources Suriname NV employment practices will align with applicable local procurement practices as well as the Standard of Conduct and Non-Discriminatory Treatment in Employment.

4. Government Requirements

- 4.1. Consolidated Resources Suriname NV recognizes all aspects of Diversity including human, workplace and cultural aspects. This includes but is not limited to gender, race, nationality, ethnic social and indigenous origin, religion or belief, disability, and sexual orientation.
- 4.2. Consolidated Resources Suriname NV will comply with all applicable laws pertaining to the definition of Diversity and the treatment of Employees.



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